



.....Leaders for the 21st Century Army

FY 02 Career Field/Functional Area (CF/FA) Review and Designation Board

"THE ARMY IS PEOPLE : Soldiers, Not Equipment - Are The Centerpiece of Our Formation"

GEN Eric K. Shinseki

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CF/FA Designation Process

Timeline and milestones



- Nov 01** Chief, Army Reserve tasks FTSMD to develop and coordinate a CF/FA Board for Army Reserve AGR officer corps.
- NOV-DEC** CF/FA Board coordinating actions with OCAR FP, OCAR PERDIV and PPO
- 13 DEC 01** CF/FA Board concept briefed to the FTSMD Director
- 21 DEC 01** CF/FA Board concept briefed to the CDR for approval
- 03 JAN 02** Briefed OCAR DOS and staff on CF/FA Board concept plan
- 10 JAN 02** Establishment of the FA floor and ceiling for the CF/FA Board
- 17 JAN 02** CAR reviews and approves CF/FA Designation Board process
- 18 JAN 02** E-mail notification sent to eligible officers being reviewed by the board
- 31 JAN 02** Provided list of prospective CF/FA Board member
- 15 MAR 02** CF/FA Board Packets due from the officers
- 15 APR 02** CF/FA Board convenes
- 19 APR 02** CF/FA Board adjourns
- 21 MAY 02** CF/FA Board results provided to AR-PERSCOM by Army G-1

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CF/FA Designation Process



Board membership

- GO level president
- Five member board
- COL level board members
- All board members FA SMEs

Board Officers to be considered

- CPTs DOR 960601-97060180
- MAJs DOR 970301 - 980331 190
- Total officers 270
- 163 of the 271 show no FA
- 65 CPTs show no FAs
- 97 MAJs show no FAs

Board mechanics

- AR-PERSCOM board (PASD)
- FTSMD provides recorder
- PPO provides board BR & FA analysis

Board coordination

- OCAR PERDIV PERSSO
- FTSMD & PPO provides OCAR FP recoding recommendations on all AGR BR & FA positions
- PPO provides BR/ FA select objectives (board floors and ceilings) to the board



Preference Statement



Not submitted
through
chain of
command

Preference statement
is
Only for CF/FA Board

This is not an
opportunity to
request branch
transfer

Career Field Designation Officer									
PLEASE PRINT LEGIBLY									
Preference Statement									
Section 1									
LAST NAME									
FIRST NAME, MIDDLE INITIAL									
SSN	Current BR								
Current FA	Cohort Year Group								
Career Fields & FA									
Section 2									
Preference									
<ul style="list-style-type: none">• Operations Career Field (OP CF)<ul style="list-style-type: none">xx - Your Basic Branch39 - Psychological Operations/Civil Affairs• Information Operations Career Field (IO CF)<ul style="list-style-type: none">24 - Information Systems Engineering30 - Information Operations34 - Strategic Intelligence40 - Space Operations46 - Public Affairs53 - Automation Systems57 - Simulation Operations• Institutional Support Career Field (IS CF)<ul style="list-style-type: none">43 - Human Resource Managers45 - Comptroller49 - Operations Research/Systems Analysis50 - Strategy and Force Development52 - Nuclear Research & Operations• Operational Support Career Field (OS CF)<ul style="list-style-type: none">48 - Foreign Area Officer	<table border="1"><thead><tr><th>CF</th><th>Example</th></tr></thead><tbody><tr><td>1</td><td>1 IO (53)</td></tr><tr><td>2</td><td>2 IO (57)</td></tr><tr><td>3</td><td>3 OP (13)</td></tr></tbody></table> <p>Officer is: 13/53</p> <p>One of your preferences must be your current FA</p>	CF	Example	1	1 IO (53)	2	2 IO (57)	3	3 OP (13)
CF	Example								
1	1 IO (53)								
2	2 IO (57)								
3	3 OP (13)								
Section 3									
Were you counseled on this?									
Comments:									
Section 4									
Address	Signature								
Email	Phone (H/W)								

At least one choice must be current
Functional Area

"Take"



FY 02 CF/FA



Review and Designation Board

The CF/FA Board was comprised of one general officer and four COLs who reviewed the files of 270 MAJs and CPTs. The following individuals were appointed by the CAR to the FY 02 Army Reserve Officer Career Field Designation (CFD) Board:

President BG Collis N. Phillips GO, IMA

**Members: COL Doris J. Kubik, TC, AGR
COL Lester H. Letterman, FI,**

AGR

**COL Doris P. Tackett, AG, AGR
LTC (P) Clarence Culbert, Jr, AD**

AGR

The overall purpose of the CF/FA Board was to validate current CF/FA and designated new CF/FA based on the current and future force structure requirements of the Army Reserve.



Review and Designation Board

- The Board used the “best-qualified” standard to designate officers into CFs and or FAs.
- The designation process, is not a selection process, all branches and FA’s were given equal importance.
- The Board selected officers for designation within the minimum and maximum allowable ranges established within the floors and ceilings for each branch and FA.
- The Board ensured that branches were not disadvantaged by being over or under strength within the boarded population.
- The Board designated officers based on the officers’ preferences, abilities, experiences and future potential to serve.

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FY 02 Career Field/Functional Area



Review and Designation

Board

- Branches currently make up over 55% and branch immaterial positions make up 27%, for a total of 66% of the AGR officers corps. The FAs make up only 14% of the AGR officer positions. The remaining 20% of the AGR officer corps positions are made up of special branches.
- All officers considered by the Board were designated into a CF; 64 officers received FA designations.
- Officer Personnel Management System (OPMS) XXI CF designated by the Board: Operations (OPS), Information Operations (IO), Institutional Support (IS).
- The fourth OPMS XXI CF Operational Support (OS) encompasses FA 48 (Foreign Area Officer) and FA 51 (Army Acquisition Corps). The USAR does not currently have any FA 48s, and the FA 51s are boarded by a separate board.

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FY 02 Career Field/Functional Area



Review and Designation

Board

• Break out by CF and FA for the FY02 CF/FA Designation Board, 270 officers designated:

a. OPS: 224 to include 15-FA 90s (Multi-Functional Logistician), 3-FA 39s (PSYOP and Civil Affairs) and 208 Basic Branch's: 1-AD, 18-AG, 4-AR, 8-AV, 21-CA, 8-CM, 20-EN, 4-FA, 9-FI, 10-IN, 26-IM, 12-MP, 16-OD, 19-QM, 9- SC, 2-SF, and 21-TC.

b. IO: 22 to include 2-FA 24 (Information Systems Engineering), 2-FA 30 (Information Operations), 2-FA 34 (Strategic Intelligence), 5-FA 46 (Public Affairs), 8-FA 53 (Information Systems Management) and 2-FA 57 (Simulations Operations).

c. IS: 24 to include 8-FA 43 (Human Resource), 5-FA 45 (Comptroller), 3-FA 49 (Operations Research/Systems Analysis), 6-FA 50 (Force Management) and 2-FA 59 (Strategic Plans & Policy).



FY 02 CF/FA



Review and Designation

Board

- **CF/FA Board results are scheduled to be released to the on 14 Jun 02**
- **Board results will be posted on the 2Xcitizen website**
- **All designees will have the results of the Board e-mailed directly to them. The e-mail will include:**
 - a. **The CF/FA Designation Board listing of CF and FA**
 - b. **Q&A's section outlining common CF/FA issues**
 - c. **A designation for the individual officer**
 - d. **An e-mail address where officers can send any additional questions they may have on the board process**
 - e. **All FA designated officers will have their Officer Record Briefs update to reflect FA designation, i.e., an x-ray identifier: FA 53X, FA 43X**

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f. All officers that went before the B



FY 02 CF/FA



Review and Designation Board

FY 03 CF/FA Review and Designation Board:

<u>Rank Number</u>	<u>Promotion Board</u>	<u>Date of Rank Zone</u>	<u>Total</u>
96	CPTs '04 MAJ	1 Jul 97-31 Jul 98	
246	MAJs '04 LTC	1 Mar 98-28 Feb 99	
	MAJs '05 LTC	1 Mar 99-28 Feb 00	<u>194</u>

536 Total officers to go before the Board

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Conclusion



- Full spectrum human resource (HR) management is required to fully implement OPMS XXI and transform the Army Reserve into a better, more relevant, more robust, part of The Army serving in the 21st Century :

- Force Structure, Policy and HR Management
- Career Management & Career Development
- Career Training: Intermediate Level Education & FA & BR Training

“We will respond and master the challenges of modern warfare by further strengthening the training and preparation we provide our soldiers; by creating major and lasting improvements in mobilization and support processes and by building and instituting robust leader development programs and processes.”

LTG James R.

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Helmly